



VISAYAS
STATE UNIVERSITY
VISCA, CITY OF BAYBAY, LEYTE

OFFICE OF THE SECRETARY OF
THE BOARD AND THE UNIVERSITY

Republic of the Philippines
VISAYAS STATE UNIVERSITY
Visca, Baybay, Leyte

BOR RESOLUTION NO. 95, s. 2015

A RESOLUTION APPROVING THE GRANT OF COLLECTIVE NEGOTIATIONS AGREEMENT (CNA) INCENTIVE TO ALL VSU EMPLOYEES IN THE AMOUNT OF EIGHTEEN THOUSAND PESOS (18,000.00) EACH FOR 2015 SUBJECT TO DBM MEMORANDUM NO. 2015-2, s. 2015, DATED 23 NOVEMBER 2015 INCLUDING THE ASSESSMENT OF FEES ON NON-UNION MEMBERS

WHEREAS, Republic Act 9158 converted the then Visayas State College of Agriculture (ViSCA) into a state university, the Leyte State University, on 11 August 2001 and was later renamed Visayas State University (VSU) by virtue of R.A. 9437;

WHEREAS, Section 7, Paragraph (b) of R.A. 9158 empowers the Governing Board "*to receive and appropriate all sums as may be provided for the support of the University in the manner it may determine, in its discretion, to carry out the purposes and functions of the University*";

WHEREAS, the Department of Budget and Management (DBM) issued DBM Memorandum No. 2015-2, s. 2015 dated 23 November 2015 which provides the policies and guidelines governing the giving of CNA benefits to employees;

WHEREAS, the CNA benefits conform with the provisions contained in the approved Collective Negotiations Agreement (CNA) and that funds to be expended for the grant of CNA benefits will be charged against Agency savings in accordance with existing policies and guidelines governing the giving of CNA benefits per DBM Memorandum No. 2015-2, s. 2015 dated 23 November 2015 including the assessment of fees on non-union members and *subject to* refund in case of disallowance;

WHEREAS, the proposal was discussed and approved on the occasion of the 116th UADCO Meeting held last 16 November 2015 at 2nd Floor, Center for Continuing Education Building, VSU Main Campus, Visca, City of Baybay, Leyte and the UADCO is strongly endorsing the proposal for Approval by the VSU Board of Regents.

THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED to approve the grant of CNA benefits to all VSU employees in the amount of P18,000.00 each for CY 2015 *subject to* DBM Memorandum No. 2015-2, s. 2015 dated 23 November 2015 including the assessment of fees on non-union members and *subject further to* refund in case of disallowance.

IN WITNESS of our approval thereof, we hereby affix our signatures this 3rd day of December 2015 at the Commission on Higher Education – Central Office, C.P. Garcia Avenue, UP Diliman, Diliman, Quezon City.



Collective Negotiation Agreement

No. 711

Pursuant to the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize, the Collective Negotiation Agreement entered into by and between the

LEYTE STATE UNIVERSITY ADMINISTRATIVE PERSONNEL ASSOCIATION (LSU-AdPA)

and the

LEYTE STATE UNIVERSITY (LSU) LSU Main Campus, Visca, Baybay City, Leyte

having complied with the prescribed requirements in the abovementioned Rules is registered by the Commission and is binding between the parties thereof during the period of its effectivity from **November 5, 2013** to **November 5, 2016**.

Issued this 27th day of December 2013 at Quezon City.


FRANCISCO T. DUQUE III
Chairman


ROBERT S. MARTINEZ
Commissioner


NIEVES L. OSORIO
Commissioner

Attested by:


ALAN P. ALEGRIA
Director IV
Personnel Relations Office

COLLECTIVE NEGOTIATION AGREEMENT



KNOW ALL MEN THESE PRESENTS:

This **COLLECTIVE NEGOTIATIONS AGREEMENT (CNA)** entered into by and between:

The **VISAYAS STATE UNIVERSITY (VSU)**, a government-owned educational institution created by virtue of R.A 9158, with principal address at Visca, Baybay, Leyte, hereinafter referred to as "**UNIVERSITY**", represented by its President, **Dr. Jose L. Bacusmo** and the Governing Board;

-and-

The **LSU Administrative Personnel Association (LSUAdPA)**, a legitimate employees' association representing the rank-and-file administrative employees of the Visayas State University, with **Certificate of Registration No. 1586** dated 20 November 2006 issued by the Bureau of Labor Relations of the Department of Labor and Employment and the Civil Service Commission and with **Certificate of Accreditation No. 701** dated 13 October 2008 issued by the Civil Service Commission with principal office at VSU Main Campus, Visca, Baybay, Leyte hereinafter referred to as the "**UNION**", represented by its Chairman of the Board, **Mr. Daniel M. Tudtud, Jr.** and its duly constituted negotiating Panel Members.

WITNESSETH: That

WHEREAS, the 1987 Constitution of the Republic of the Philippines and Executive Order No. 180 dated 01 June 1987, recognize and guarantee, among others, the right of government employees to self organization and collective negotiation;

WHEREAS, the Civil Service Commission (CSC) and the Department of Labor and Employment (DOLE) recognize and support the right of government employees to self-organization and collective negotiation;

WHEREAS, Chapter 6, Title I, Book V of Executive Order (E.O.) No. 292, the Administrative Code of 1987, authorizes all employees of the government to form, join or assist employees' organizations of their own choosing for the furtherance and protection of their interests;

WHEREAS, E.O. No. 180 dated June 01, 1987 and CSC Memorandum Circular (MC) No. 55, s. 1990, provide that the terms and conditions of employment in the public sector, or improvement thereof, except those that are fixed by law, may be subject of negotiations between legitimate unions and government authorities;


WHEREAS, the **UNIVERSITY**, cognizant of the provisions of the 1987 Philippine Constitution and Executive Order No. 180, series of 1987, accepts its implementation, thus recognizes and supports the right of the rank-and-file administrative employees of the University to self-organization and collective negotiation;

WHEREAS, the **UNIVERSITY** and the **UNION** have agreed to promote the principle of shared responsibilities between the administrative employees and management on matters and decisions affecting the rights, benefits, privileges and interests of administrative employees;

WHEREAS, the **UNIVERSITY** and the **UNION** are duty bound to see to it that the standards of ethics, morality and fidelity to public service are observed;

WHEREAS, the **UNIVERSITY** has recognized the **UNION** as the sole and exclusive representative of its rank and file administrative employees;

VSU BOARD OF REGENTS


HON. MARIA CYNTHIA ROSE B. BAUTISTA
CHED Commissioner and Chairperson
VSU-Board of Regents


HON. EDGARDO E. TULIN
Vice Chairman and President, VSU

HON. PIA S. CAYETANO
Chair, Committee on Education, Arts & Culture
Senate of the Philippines

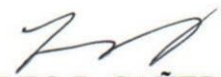
HON. ROMAN T. ROMULO
Chair, Committee on Higher & Tech. Educ.
House of Representatives

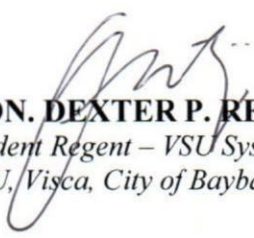
Represented by:


HON. EMMANUEL S. DE GUIA

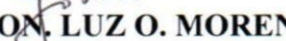

HON. DENEESSE LOU T. CORTEZ


HON. BONIFACIO G. UY
Regional Executive Director
National Economic & Dev. Authority-RO8
Gov't. Center, Palo, Leyte


HON. LEO P. CAÑEDA
Regional Executive Director
Department of Agriculture-RO8
Tacloban City


HON. DEXTER P. RELEVO
Student Regent – VSU System
VSU, Visca, City of Baybay, Leyte


HON. DEOGRACIAS E. PERNITEZ
President, VSU Federated Alumni Assn.
VSU, Visca, City of Baybay, Leyte


HON. LUZ O. MORENO
Faculty Regent – VSU Faculty Association
VSU, Visca, City of Baybay, Leyte

Private Sector Representatives:


HON. JOEL R. CAMINADE
Tacloban City

HON. ROY BERNARD C. FIEL
Ormoc City

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